

MENTAL HEALTH POLICY

Commitment to Mental Health

Brenmar Ltd is committed to promoting and supporting the mental health and well-being of all employees. We recognise the importance of mental health in our workplace and aim to create a supportive and inclusive environment where employees feel comfortable seeking help and support.

Mental Health Awareness

- **Training and Education:** We will provide regular training and education sessions to raise awareness about mental health issues, their impact, and strategies for managing them.
- **Stigma Reduction:** We will actively work to reduce the stigma associated with mental health conditions by promoting open communication and understanding.
- **Mental Health First Aiders:** We will identify and train mental health First Aiders within the organisation to provide support and guidance to colleagues.

Reasonable Adjustment Arrangements

- We will take into consideration any reasonable adjustments required to work life arrangements on an individual basis due to the nature of the company's work activities.
- We will encourage employees to seek support if required for their mental health.

Workplace Culture

- We will promote a positive and supportive workplace culture where employees feel valued, respected, and listened to.
- We will encourage open communication and feedback to address any issues or concerns that may affect employees' mental health.

Managing Stress and Burnout

We will promote strategies to manage stress and prevent burnout, such as:

- Regular breaks
- Time management techniques
- Stress & Mental Health Management risk assessments.

Return-to-Work Support

- We will provide support and assistance to employees returning to work after a period of absence due to mental health issues.
- We will work with employees to develop a return-to-work plan and provide necessary accommodations.

Monitoring and Evaluation

- We will regularly review and update this policy to ensure its effectiveness.

- We will gather feedback from employees to identify areas for improvement.

By implementing this mental health policy, Brenmar Ltd aims to create a workplace where employees can thrive and reach their full potential.

Brenmar Ltd encourages all employees to prioritise their mental health and seek support when needed.

BRENNMAR LTD CONTACT INFORMATION FOR MENTAL HEALTH SUPPORT:

Mental Health First Aider

Louise Hinckley

Email: louise.hinckley@brenmar.co.uk

Tel: 07900 926 313

This policy statement will be communicated to all persons working for and on behalf of Brenmar Ltd and any other relevant stakeholders.

Signed



Mark Harvey

Director

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